



# **2005 Army Exit Survey Results**

**6/26/00 to 7/21/05**

**Office of the Assistant Deputy Chief of  
Staff, G-1**

**Civilian Personnel Evaluation Agency**

**Plans and Strategic Analysis Branch**

# Bottom Line Up Front

6,891 respondents overall; 1,862 respondents in the past year

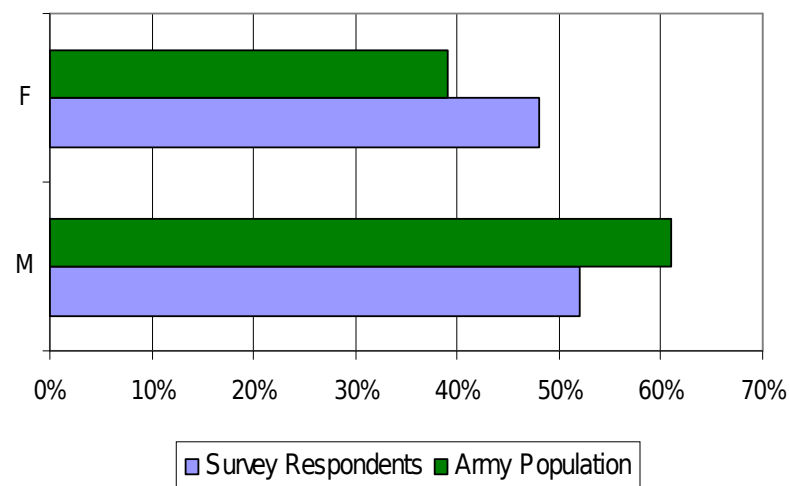
- ☐ Most influential reasons for leaving Army:
  - ☐ Chance of getting promoted in the future
  - ☐ Organizational rules and policies
  - ☐ Level of job stress
- ☐ Single most important factors in deciding to leave:
  - ☐ Chance of getting promoted in the future
  - ☐ Level of job stress
  - ☐ Higher-level managers in the immediate organization
- ☐ Least influential reasons for leaving Army:
  - ☐ “Your customers”
  - ☐ Benefits (i.e. sick leave, TSP, etc.)

# BLUF - Continued

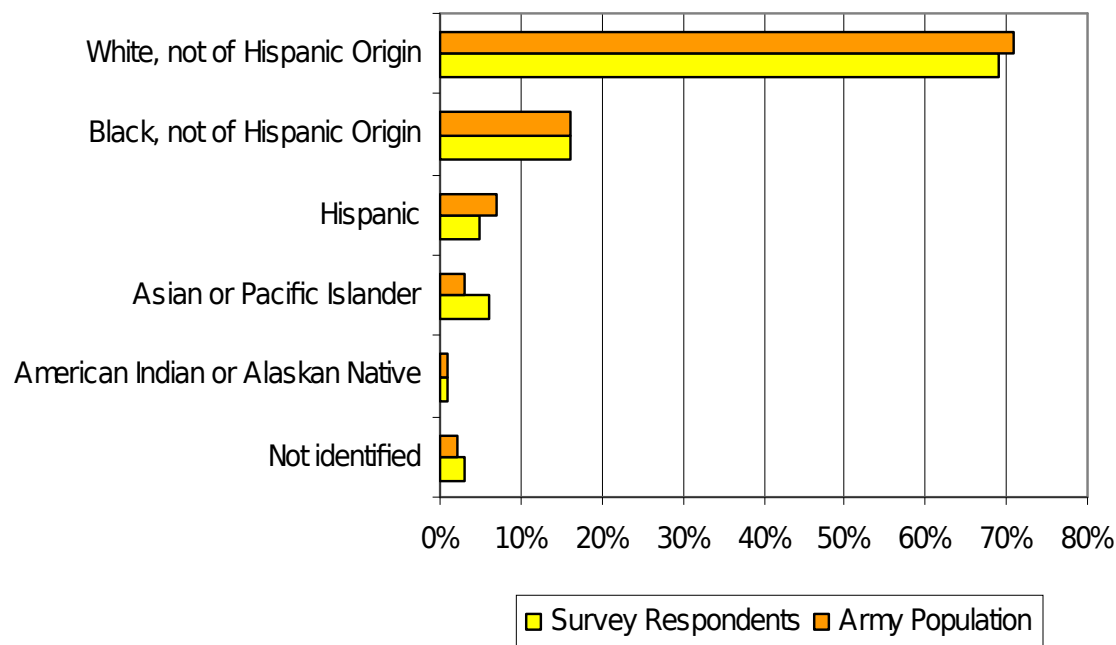
- ❑ Next job salary: on average, \$4,000 more
- ❑ As salary increases:
  - ❑ Job stress, organizational rules and policies, higher level managers, and staffing becomes more important
  - ❑ Training opportunities, job security, pay, AWS, and benefits becomes less important
- ❑ As people age:
  - ❑ VERA/VSIP, job stress, the retirement system you're under, and your management becomes more important
  - ❑ Pay, applying your ability, and working on challenging assignments becomes less important
- ❑ Where are people going?:
  - 32% Retired
  - 28% Working with another federal agency
  - 19% Working for private industry/going into business for self
  - 21% Other: further education, accompany spouse, etc

# Are Gender and Racial Groups Reasonably Represented? Yes!

Survey Respondents  
June 2000 to July  
2005



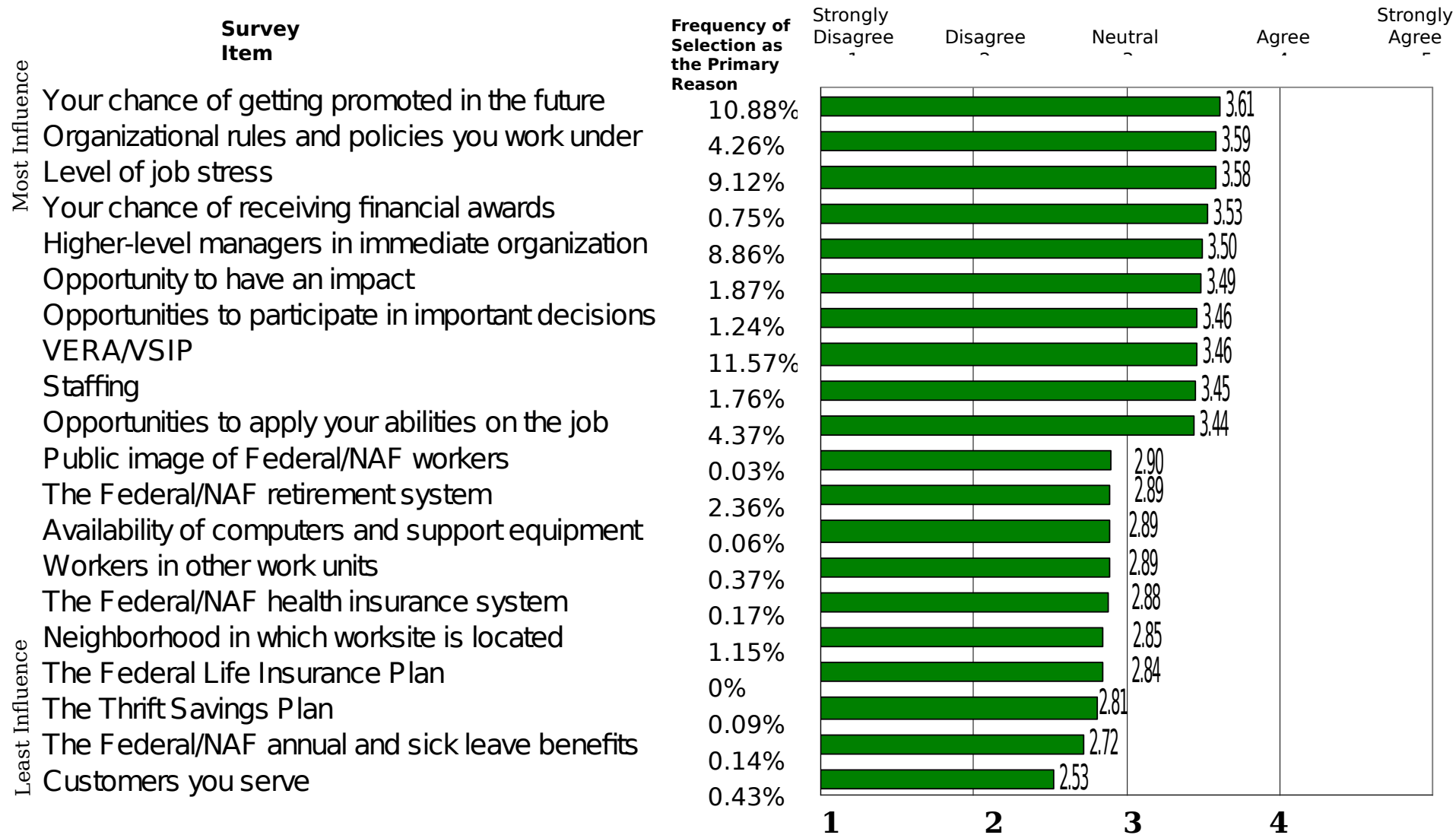
Army Population  
DEC 2004



Gender groups were well represented in the survey. Females were slightly overrepresented, accounting for 48% of the results, while making up only 39% of the army population. Males were slightly underrepresented, accounting for 52% of the results, while making up 61% of the army population. Women seem to be more likely than men to participate in the survey.

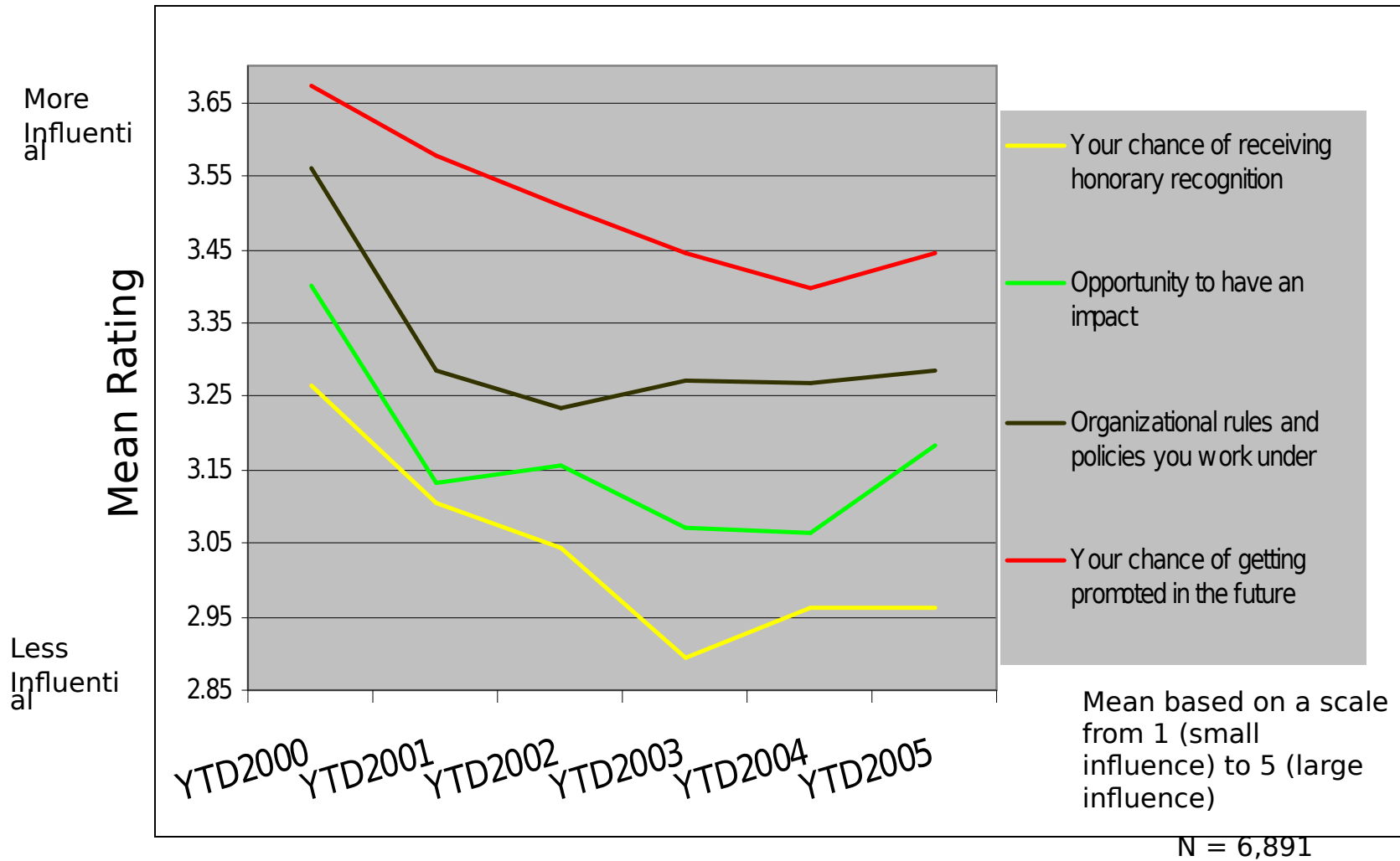
Racial groups were also well represented in the survey. Asians or Pacific Islanders were slightly overrepresented, while Whites, not of Hispanic Origin, and Hispanics were slightly underrepresented.

## Reasons for Leaving in Rank Order



Percentages report the frequency which that item was selected as the primary reason for leaving Army. Green bars report the average level of influence exerted by each item. Data based on total Army Exit Survey results from 6/26/2000 to 7/21/2005 with 6,891 respondents.

# Most Influential Reasons Why People Left Army: Trends Over Time

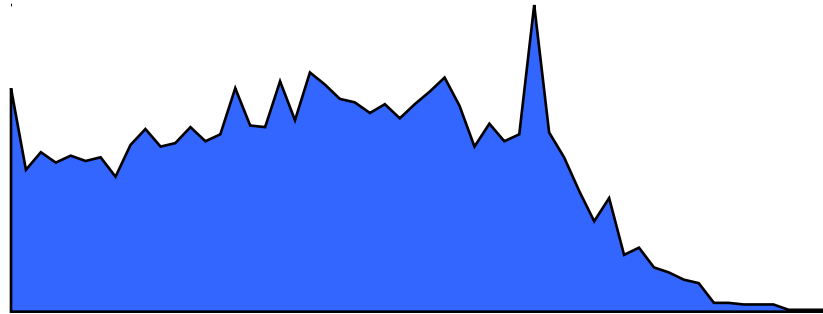


Four of the top ten reasons people are leaving army have been declining from 2000 to 2004, with increases in influence over the last year.

## Age of Persons Responding (Including retirees)

- (Including retirees)
- (Excluding retirees)

People in the 54 - 56 age range appear to represent a large number of exit survey respondents.



Data based on total Army Exit Survey results from 6/26/00 to 7/21/05 with about 6,891 respondents

# Statistically Significant Relationships Between Pay and Exit Survey Responses

\$86,000 or more

\$81,000-\$85,000

\$76,000-\$80,000

\$71,000-\$75,000

\$66,000-\$70,000

\$61,000-\$65,000

\$56,000-\$60,000

\$51,000-\$55,000

\$46,000-\$50,000

\$41,000-\$45,000

\$35,000-\$40,000

\$31,000-\$35,000

\$26,000-\$30,000

\$21,000-\$25,000

\$15,000-\$20,000

\$14,000 or less

Negative Relationship

- Q14ii. Job ended
- Q14t. Your pay (excluding benefits)
- Q14s. Job security
- Q14n. Training Opportunities
- Q14u. Alternate Work Schedules
- Q14y. The Federal/NAF health insurance system
- Q14dd. Availability of computers and support equipment
- Q14ee. Neighborhood in which the worksite is located
- Q14x. The Federal/NAF annual and sick leave benefits
- Q14aa. The Thrift Savings Plan

The influence of training opportunities, job security, pay, alternative work schedules, and benefits decreases as reported salary increases.

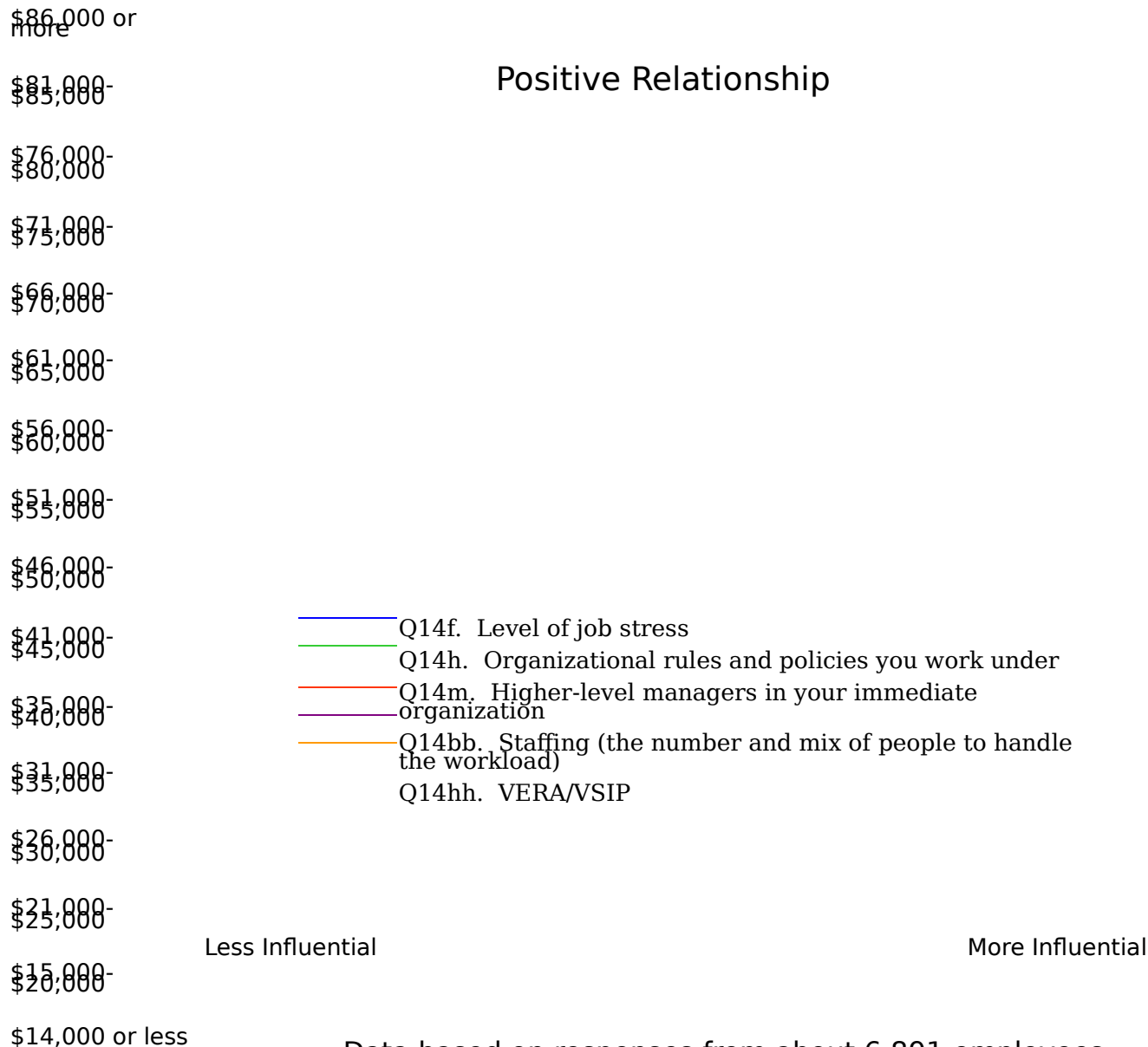
Less Influential

More Influential

Data based on responses from about 6,891



# Statistically Significant Relationships Between Pay and Exit Survey Responses



The influence of job stress, organizational rules and policies, higher level managers, staffing, and VERA/VSIP increases as salary increases.

Data based on responses from about 6,891 employees

# Statistically Significant Relationships Between Age and Exit Survey Responses

Age

Positive Relationship

The age of respondents tends to be positively related to the influence of VERA/VSIP, level of job stress, Federal/NAF Retirement System and higher level managers; the older you are the greater the influence of VERA/VSIP, level of job stress, Federal/NAF Retirement System, and higher-level managers.

- Q14hh. VERA/VSIP
- Q14f. Level of job stress
- Q14w. The Federal/NAF Retirement System
- Q14m. Higher-level managers in your immediate organization

Less Influential

More Influential

Data based on responses from about 6,891 employees

# Statistically Significant Relationships Between Age and Exit Survey Responses

Age

Negative Relationship

Age was inversely related to the influence of pay, applying one's abilities on the job, challenging assignments, and training opportunities; the older you are, the less the influence of pay, applying abilities, challenging assignments, and training opportunities.

- Q14t. Your pay (excluding benefits)
- Q14c. Opportunities to apply your abilities on the job
- Q14b. Opportunities to work on challenging assignments
- Q14n. Training opportunities

Less Influential

More Influential

Data based on responses from about 6,891 employees

# Conclusions

- ❑ Wage grade and military led civilians reported more concern with the work environment
- ❑ GS, civilian led civilians reported more concerns about the work itself
- ❑ Respondents are leaving for personal reasons such as promotional opportunities and job stress
- ❑ Survey represented Army demographics well